

Coast Guard Manpower Requirements Determination (MRD)

Right Requirements - Right People

Navy MPT Research and Analysis
Conference

31 March - 1 April 2003

Alexandria, VA

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Briefing Outline

- ▶ **The Problem**
- ▶ **MRD Overview**
- ▶ **Current & MRD-Enabled Requirements**

Flow

- ▶ **Conclusions**

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The Problem

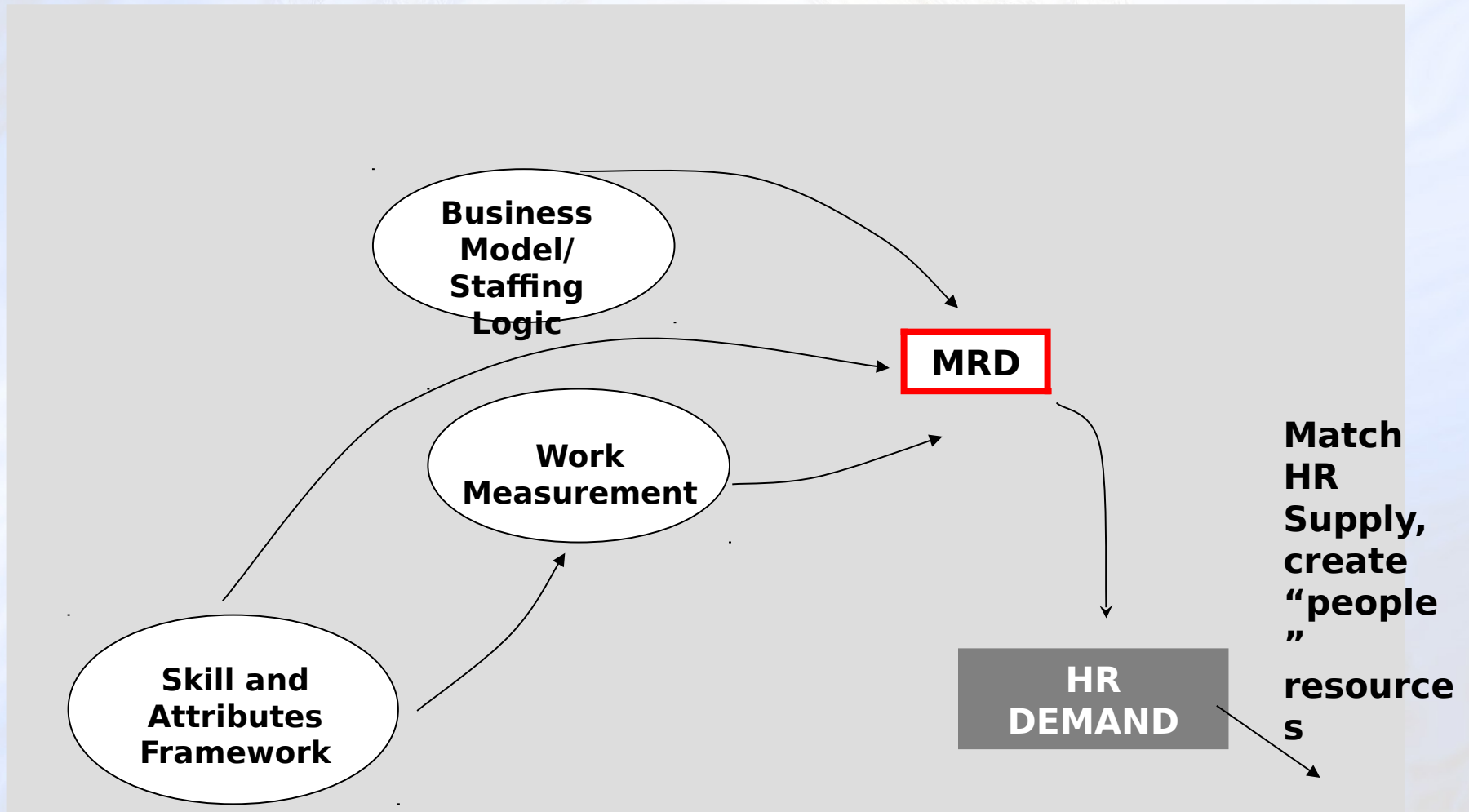
**Organizations need a systematic way to know if
they have
the right people in the right place.**

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Desired State: MRD



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Skill & Attribute Framework

Current State

- ▶ Focus on distributable communities/ratings
- ▶ Occupational analysis (OA) reviews “enlisted performance quals” periodic
- ▶ Analysis within a single occupational area

Desired State

- ▶ Focus on subspecialties/knowledge, skills, and abilities
- ▶ Strengthen OA for the whole workforce

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Work Measurement

Current State

- Billet justifications for acquisitions, rating reviews
- Workload associated with billets not scalable

Desired State

- Measure billet workload over time
- Scale staffing to workload and vice versa
- Better-informed resource tradeoffs
- Manage workforce expectations

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Business Model

Current State:

- Clearly defined rules that support inputs to the budget
- Seeds of more dynamic model exist

Desired State

- Tools show “how” to determine requirements
- Attributes & limitations of each workforce
- Scalability

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MRD Analysis

Current State

- MRD responsibilities shared across a number of CG entities
- “Analog” methods, performed as collateral duty

Desired State

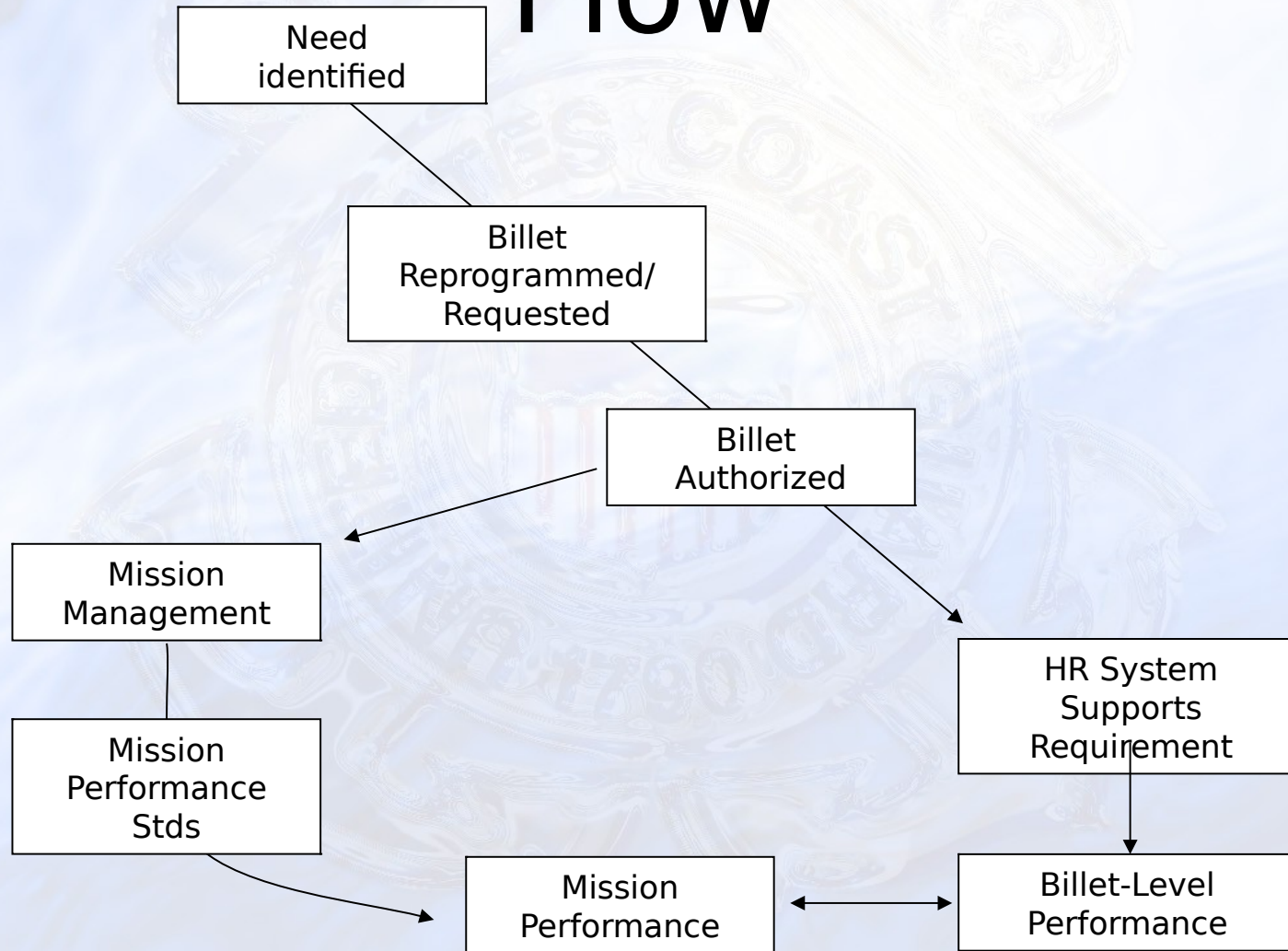
- “Honest broker” integrates MRD efforts
- Analyze resources in the base

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Current Requirements Flow

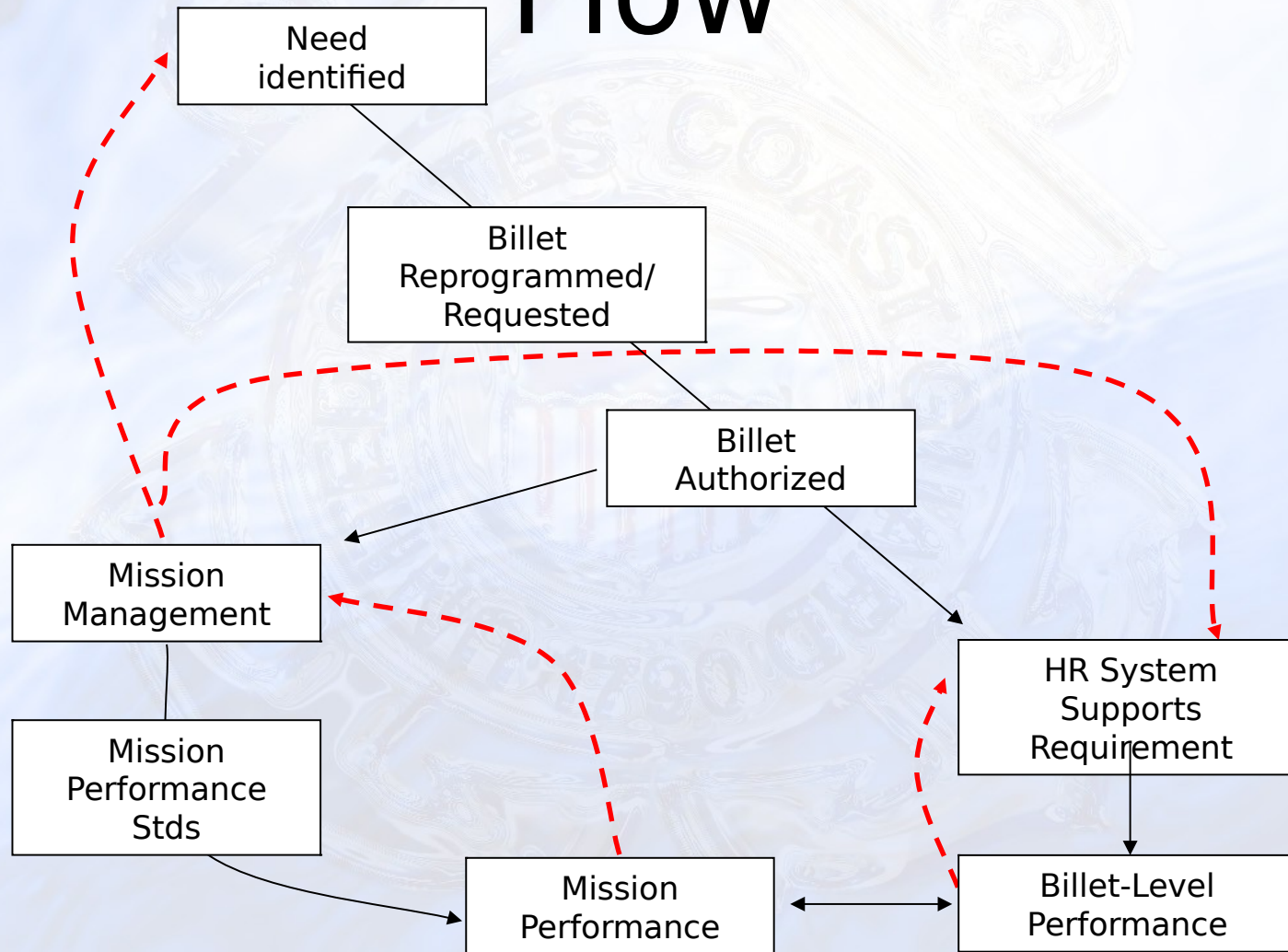


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Current Requirements Flow

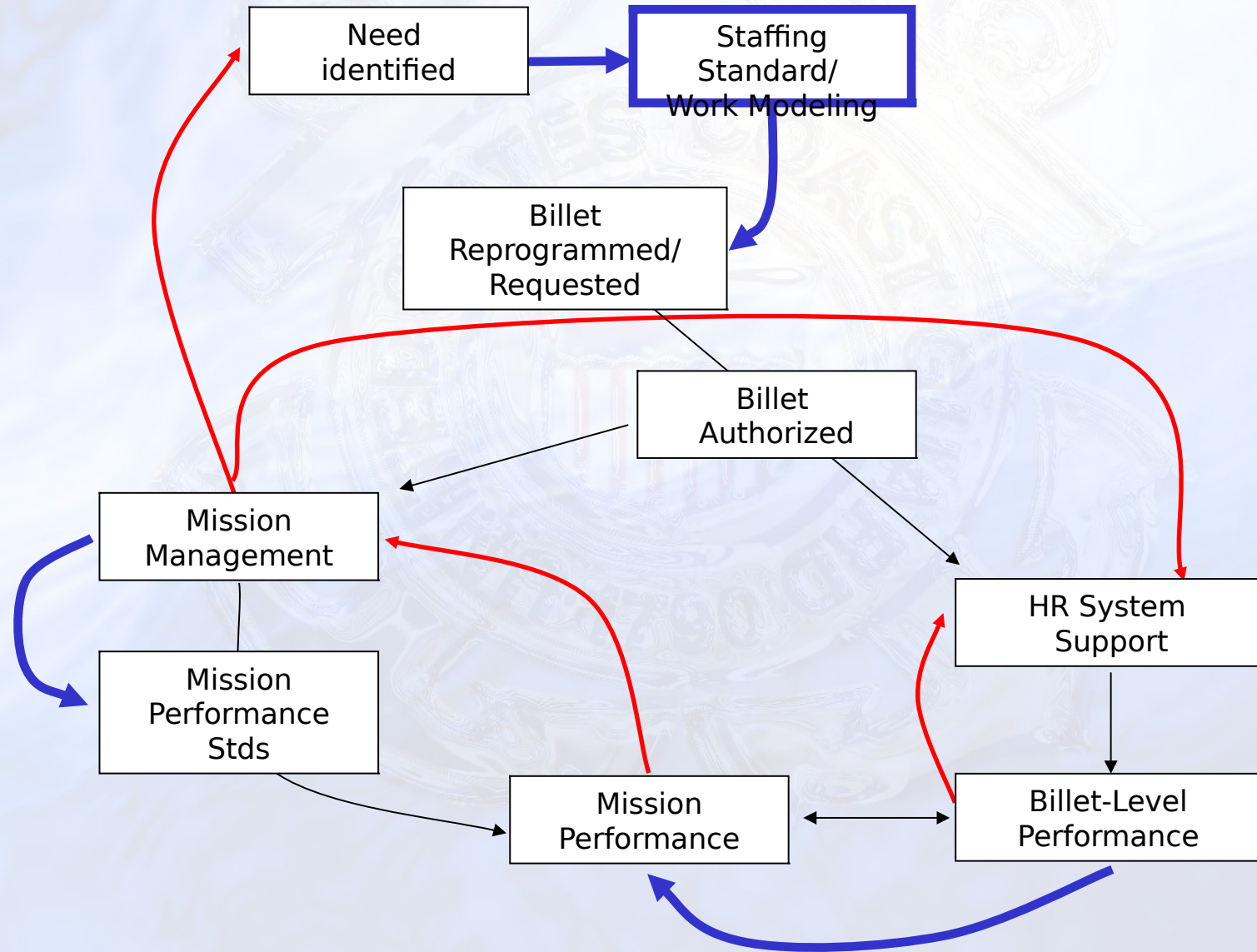


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MRD Requirements Flow



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Conclusions

- **MRD: Right People, Right Skills, Right Place, Right Time**
- **Supports Leadership**
 - Commitment to People
 - Direct Contribution to Readiness
 - Stewardship: Effective Management

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